

DBHDS Semiannual Report on Employment
Semi Annual Report (June 2021 Data)
10/12/2021

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Contents

Introduction	3
Statewide Data Analysis	5
Individual Employment Discussion/ Goal Setting	10
Summary and Recommendations	13
Appendix A	16

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Introduction:

The Department of Behavioral Health and Developmental Services (DBHDS or department) recognizes the importance of employment in the lives of individuals with and without disabilities. Both in policy and in practice, the department has undertaken efforts to support individuals with disabilities in having increased access to integrated community-based employment as the first and priority service option. In order to understand the impact of the Employment First Initiative in the Commonwealth, DBHDS has collaborated with the Department for Aging and Rehabilitative Services (DARS) for data gathering and analysis.

This is the thirteenth semiannual employment data gathering effort. A portion of the data for this report was gathered from DARS through a data sharing agreement between DARS and DBHDS; all data for individuals with developmental disabilities receiving long term follow along services through Extended Employment Services (EES) and Long Term Employment Support Services (LTESS) funded through DARS. Additionally, DBHDS identified employment service organizations (ESOs) who had billed for employment related services through the Medicaid Waivers and requested that they complete a survey concerning the waiver recipients with the following primary data elements:

- Unique Identifier,
- Date of Birth,
- Employment Start Date,
- Type of Employment (Individual, Group, Sheltered),
- Current wage per hour,
- Typical hours worked per week, and
- The primary disability (intellectual disability or other developmental disability).

Through extensive efforts of the ESOs, DARS, and the data subcommittee of the Employment First Advisory Group data was returned from all providers. This represents a 100% return rate including waiver providers. The return rate has remained at 100% from the previous reporting period. This semi-annual reporting period fell during the height of the COVID-19 pandemic which has had an impact on the employment numbers.

Virginia has an active and engaged stakeholder group, the Employment First Advisory Group, which has set the following data target goals:

Target as of 6/30/2015: 25% of individuals with DD either on the waitlist or on the waivers ages 18 to 64 will be employed by June 30, 2020. Specifically this translates to:

- ❖ 25% of (19,461 the total number of individuals with DD ages 18 to 64 on the waivers or the waiver waitlist as of 6/30/2021) would be employed by December 30, 2020, or a total of 4,865 individuals
- Supplemental Targets to be achieved:
 - ❖ 86% of DD Individuals with Case Management services will have discussed employment options at least annually

- ❖ 50% of DD Individuals with Case Management services will have an employment or employment-related goal in their individualized services plan.

Targets for Waiver Funded Supports for Individual & Group Supported Employment:

The chart below reflects the annual targets for Individual Supported Employment (ISE) as well as Group Supported Employment (GSE) under the waiver. This reporting period we added the actuals to make comparison easier.

Data Targets:

Fiscal Year	Total	Actual Total	ISE	Actual ISE	GSE	Actual GSE	% of total
2016	808	890	211	225	597	665	100%
2017	932	826	301	305	631	521	89%
2018	1297	972	566	422	731	550	75%
2019	1211	1078	661	555	550	523	89%
2020*	1486	715	936	480	550	235	48%
2021**	1685		1135		550		

*In December we were at 84% of the target for FY 20 and on target to reach our goal, with the onset of COVID-19 in March and the declaration of a state of emergency in Virginia, there were many individuals who took leaves of absences, were furloughed or terminated as business closed or significantly reduced staffing due to the pandemic. **Pandemic impact

When the targets for individuals on the waiver were initially set in 2016, Virginia was in the beginning stages of assessing access to employment and the necessary supports to maintain employment. Since then, the Commonwealth has gained a much fuller understanding of the system, and there have been significant changes in the service environment and employment regulations at the federal level. The Employment First Advisory Group reviewed the data now available to the system and developed new targets (indicated in red above) based on that data and the broader system environment. The GSE targets were reduced, as we have seen increasingly fewer individuals access GSE. The ISE targets were adjusted based on the rate of growth observed over the past 2 fiscal years with additional growth predicted. We added an additional fiscal year to bring us closer to overall target for Supported Employment under the waiver to show the Commonwealth’s commitment to Employment First. Additionally, during the third quarter of FY19, the Department set expectations of the CSBs to increase the percentage of waiver recipients receiving employment. This has allowed DBHDS to gain some additional data regarding individuals who are employed and on the waiver but not receiving supported employment services.

This report reviews the data in relationship to all of these targets, as well as in relationship to the department’s desire for a cultural shift away from center-based, non-integrated services (both day support and sheltered workshops) to meaningful integrated employment services.

It should be noted that this data is point-in-time data as of 6/30/2021 and is meant to give a semiannual snapshot of the Commonwealth’s employment efforts and the substantiating data. This particular snapshot is impacted by the effects of COVID-19 which resulted in provider implementing strategies to ensure health and safety of the individuals they support which has understandably had an adverse impact on the numbers of individuals actively working.

This report summarizes data according to Department of Behavioral Health and Developmental Services Regions This is a realignment of CSBs. The Community Services Boards in red italics shifted from developmental disability regions back to the uniform mental health and developmental services regions.

DD Western Region

(Charts labeled West)

Harrisonburg- Rockingham
Horizon
Alleghany Highlands

Region 10
Rockbridge Area
Valley

*Rappahannock Area
Rappahannock-Rapidan
Northwestern*

DD Northern Region

(Charts labeled North)

Alexandria
Arlington Co.
Fairfax-Falls Church

Loudoun
Prince William Co

DD Southwest Region

(Charts labeled SW)

Mt. Rogers
Blue Ridge
Cumberland Mountain
Danville - Pittsylvania

Dickinson County
Goochland- Powhatan
Highlands
Planning District 1

New River Valley
Piedmont
Southside

DD Central Region

(Charts Labeled Central)

Chesterfield
Crossroads
District 19

Hanover
Henrico Area

Richmond BHA

DD Eastern Region

(Charts Labeled East)

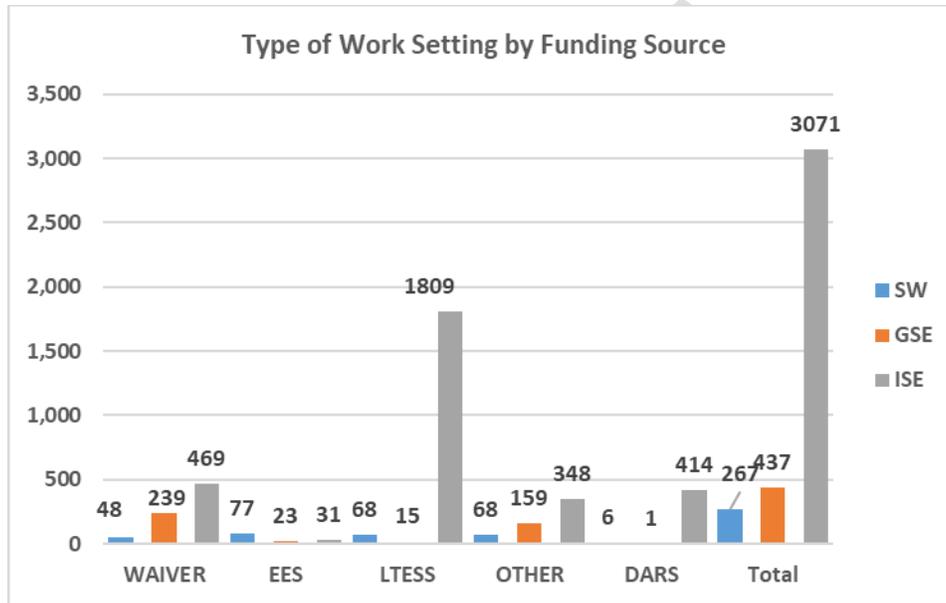
Chesapeake
Colonial BH
Eastern Shore
Hampton- Newport News

Middle Peninsula- Northern Neck
Norfolk CSB
Portsmouth

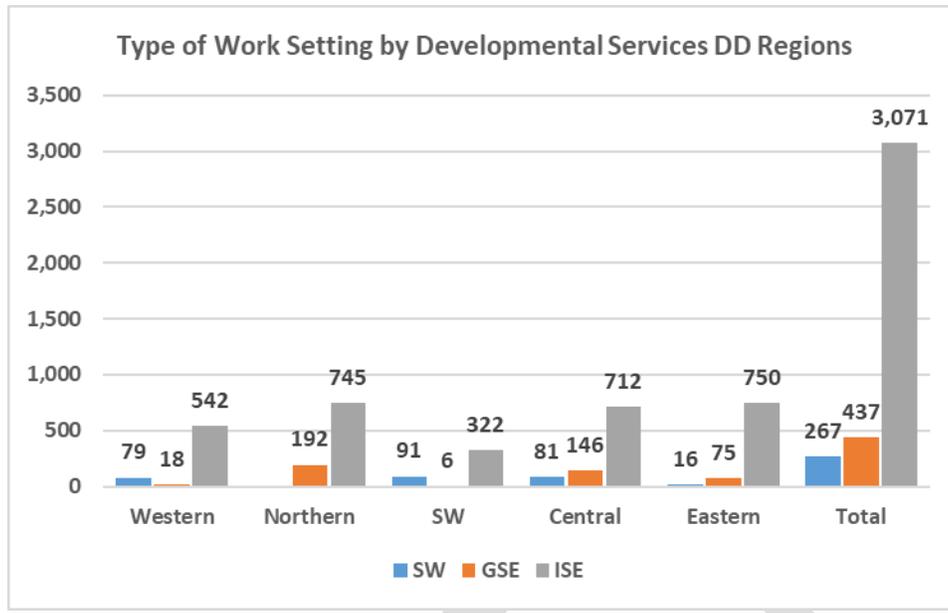
Virginia Beach
Western Tidewater

Statewide Data Analysis

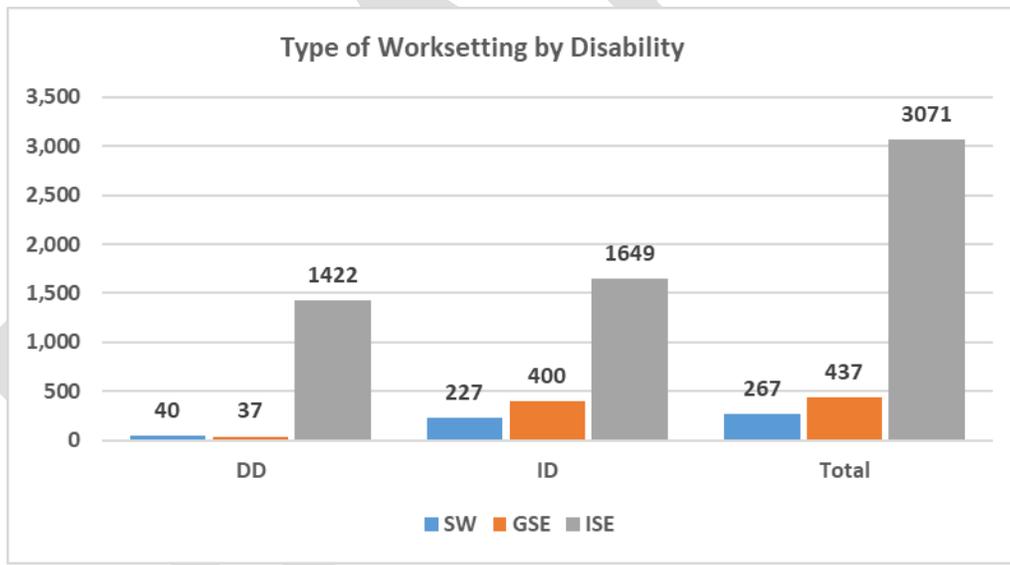
The data below indicates that 3071 (156 more than last reporting period) are in ISE services and 437 (156 more than last reporting period) are in GSE services. Additionally, 267 people (95 less than last reporting period) are receiving services in sheltered workshops. Individuals in sheltered workshops are not counted toward employment targets. Although the Commonwealth is prioritizing integrated employment over sheltered employment, data regarding individuals in sheltered workshops continues to be captured and monitored.* While we are seeing some rebounding, employment services continued to be impacted by the pandemic.



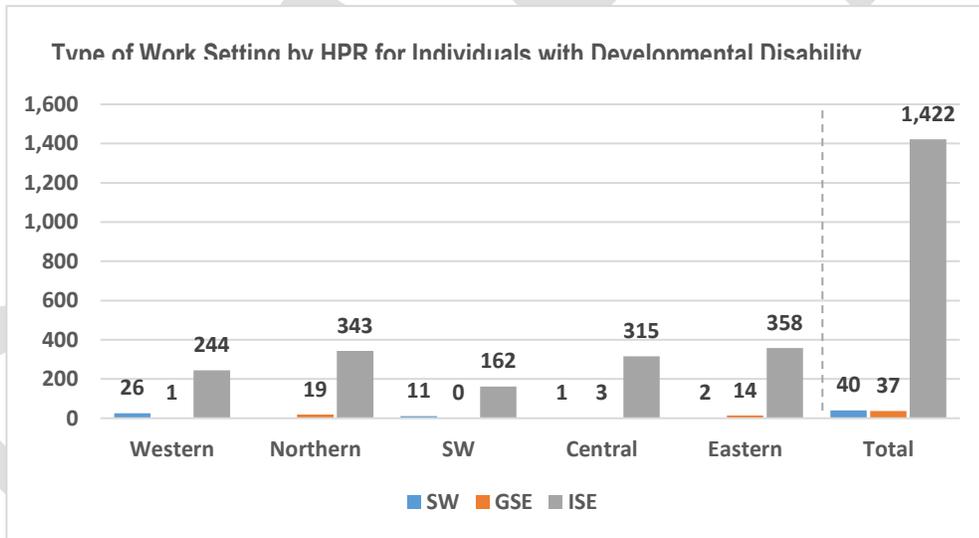
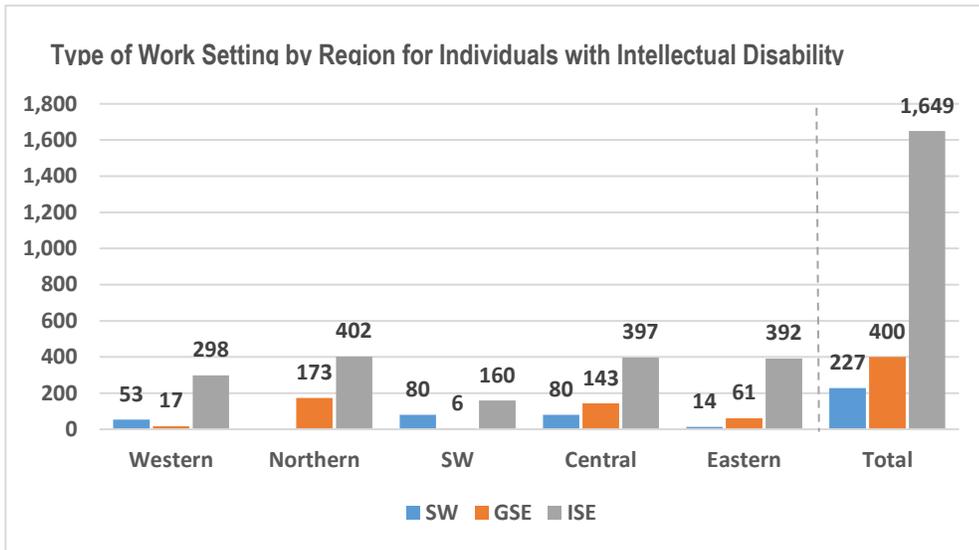
A total of 3,508 people are employed with supports from ISE and GSE, which is a combined increase of 312 people from the previous data reported. It also indicates that of the total number of individuals 18-64 on the waivers and the waiver waitlists, 18% (+1%) of people with DD are employed.



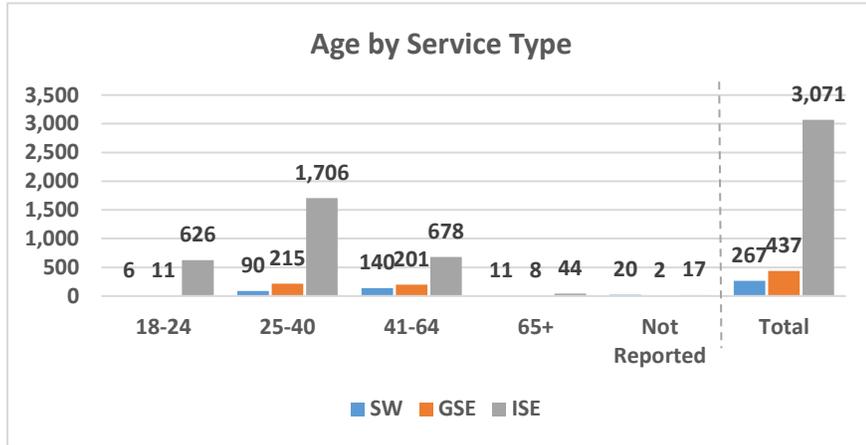
The graph above indicates variations in work settings throughout the five DBHDS Regions are starting to dissipate with the majority of people in all regions accessing individual supported employment.



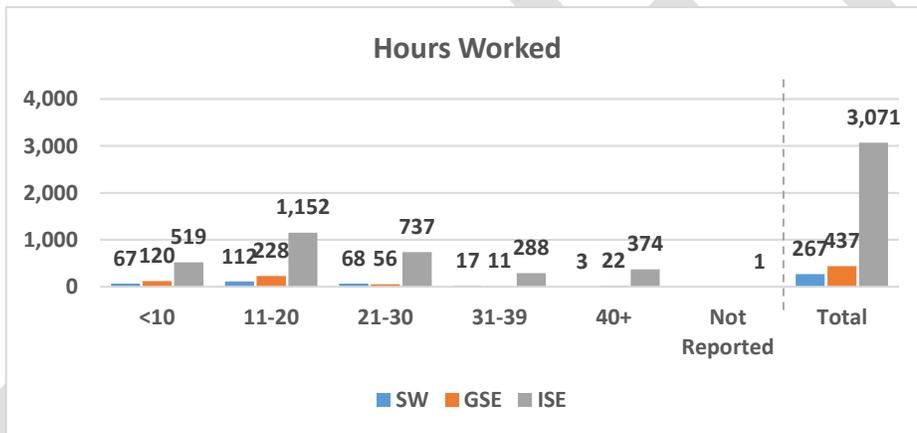
The data in the graph above compares employment settings by disability.



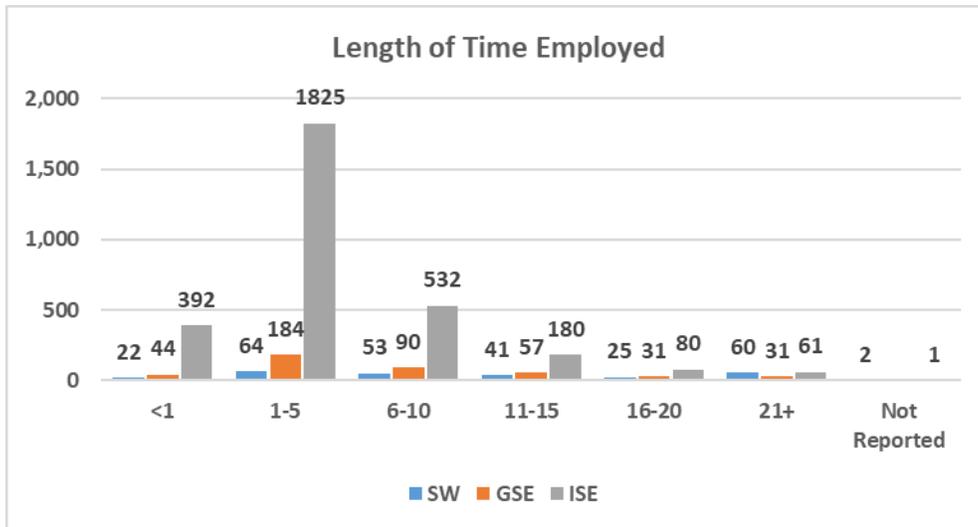
The data was further broken down by regions and disability type to see if any additional patterns emerged. ISE for individuals with DD (developmental disabilities other than an intellectual disability) appears to be more prevalent in relationship to other employment models.



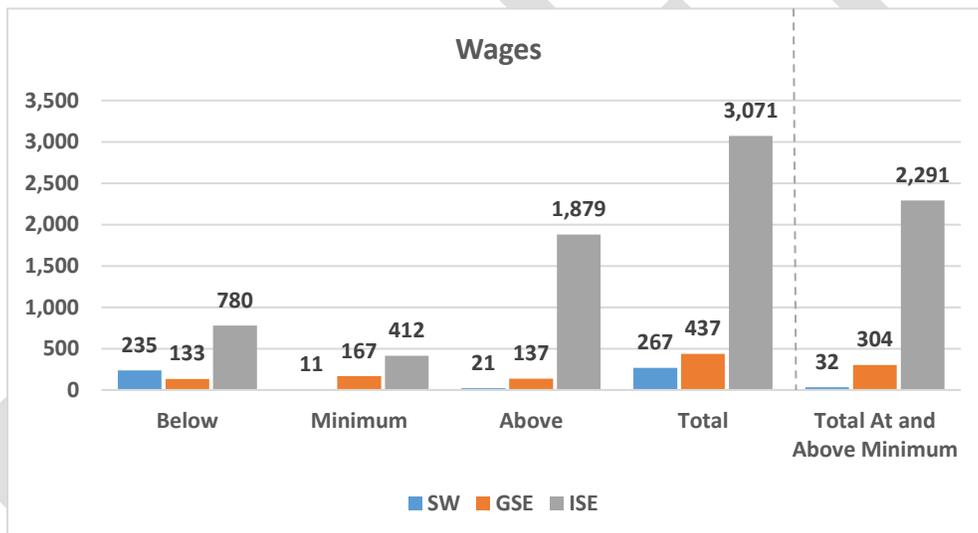
The data above shows the type of employment services individuals receive by age. This graph was added so that the Employment First Advisory Group could monitor transition age youth and employment choices they are making with the initiation of the Workforce Innovation and Opportunity Act.



The above data details hours worked per week by service type.



The data for length of time in years employed in current position has been broken down to better understand the number of years a person is employed and to see where individuals are currently choosing to gain employment.



Additional detail around wages was also added to gain better understanding of the number of individuals who are earning at or above minimum wage and the number of people earning below minimum wage. Currently there are 913 (26%) people employed who are earning below minimum wage (this may be a data reporting error as Minimum wage was increased in Virginia to \$9.50 on 5/1/2021 and providers may not have updated the wages in their data report) while there are 2595 (74%) who are earning at or above minimum wage. This data is slightly skewed due to the pandemic and less people participating in group supported employment.

Statewide Distribution of Wages

ID/DD	Lowest hourly wage	Highest hourly wage
Sheltered*	\$0.23	\$17.96
GSE	\$0.98	\$18.65
ISE	\$5.25 (+tips)	\$80.00

Tracking Employment First Conversations:

DBHDS has worked to develop new measures as part of the CSB performance contract, which specifically collects data on:

1. discussing employment with individuals receiving case management services, and
2. developing individual employment related and/or readiness goals.

The results of the data collection are presented below for the first half of the fiscal year of FY2020 (7/1/20-6/30/202).

1	2	5	6	7	8	10	11
Report #4 Employment (All columns ages 18 through 64 only) Jul 1, 2020 - Jun 30, 2021	Active Waiver	F2F ISP Meeting	% with F2F ISP	Employ Disc.	% Disc.	Employ Outcomes	% Outcomes
Alleghany-Highlands	56	50	89%	50	100%	20	40%
Harrisonburg-Rockingham	203	119	60%	118	99%	48	40%
Horizon	630	543	86%	529	97%	250	46%
Northwestern	420	72	20%	72	100%	26	36%
Rappahannock Area	570	396	68%	353	89%	142	36%
Rappahannock-Rapidan	282	228	82%	221	97%	80	35%
Region Ten	355	136	38%	135	99%	37	27%
Rockbridge Area	63	51	80%	50	98%	12	24%
Valley	286	259	90%	255	98%	74	29%
Region 1 Total	2,865	1,854	66%	1,783	96%	689	37%

Alexandria	100	74	84%	74	100%	34	46%
Arlington	176	159	90%	128	81%	52	33%
Fairfax-Falls Church	1,244	1,052	85%	1,031	98%	294	28%
Loudoun County	295	245	81%	243	99%	100	41%
Prince William	547	313	60%	311	99%	81	26%
Region 2 Total	2,362	1,843	79%	1,787	97%	561	30%
Blue Ridge	464	403	89%	382	95%	93	23%
Cumberland Mountain	160	154	98%	152	99%	54	35%
Danville-Pittsylvania	344	202	58%	199	99%	44	22%
Dickenson	21	18	86%	8	44%	1	6%
Highlands	135	116	85%	116	100%	37	32%
Mount Rogers	324	239	74%	231	97%	45	19%
New River Valley	246	230	88%	229	100%	69	30%
Piedmont	286	241	85%	236	98%	22	9%
Planning District I	157	137	84%	133	97%	8	6%
Southside	197	120	62%	120	100%	17	14%
Region 3 Total	2,334	1,860	79%	1,806	97%	390	21%
Chesterfield	1,040	644	65%	604	94%	207	32%
Crossroads	209	187	90%	186	99%	20	11%
District 19	308	274	87%	249	91%	51	19%
Goochland-Powhatan	72	63	86%	62	98%	22	35%
Hanover	196	143	72%	140	98%	47	33%
Henrico Area	582	480	83%	468	98%	175	36%
Richmond	439	317	71%	313	99%	116	37%

Region 4 Total	2,846	2,108	75%	2,022	96%	638	30%
Chesapeake	312	221	71%	220	100%	58	26%
Colonial	181	170	92%	154	91%	35	21%
Eastern Shore	111	56	56%	53	95%	11	20%
Hampton-Newport News	591	470	81%	452	96%	113	24%
Middle Peninsula-Northern Neck	248	190	76%	190	100%	19	10%
Norfolk	516	405	79%	382	94%	102	25%
Portsmouth	235	57	26%	44	77%	8	14%
Virginia Beach	778	647	83%	644	100%	168	26%
Western Tidewater	281	240	85%	232	97%	57	24%
Region 5 Total	3,253	2,456	76%	2,371	97%	571	23%
All Region Total	13,662	10,113	75%	9,762	97%	2,846	28%

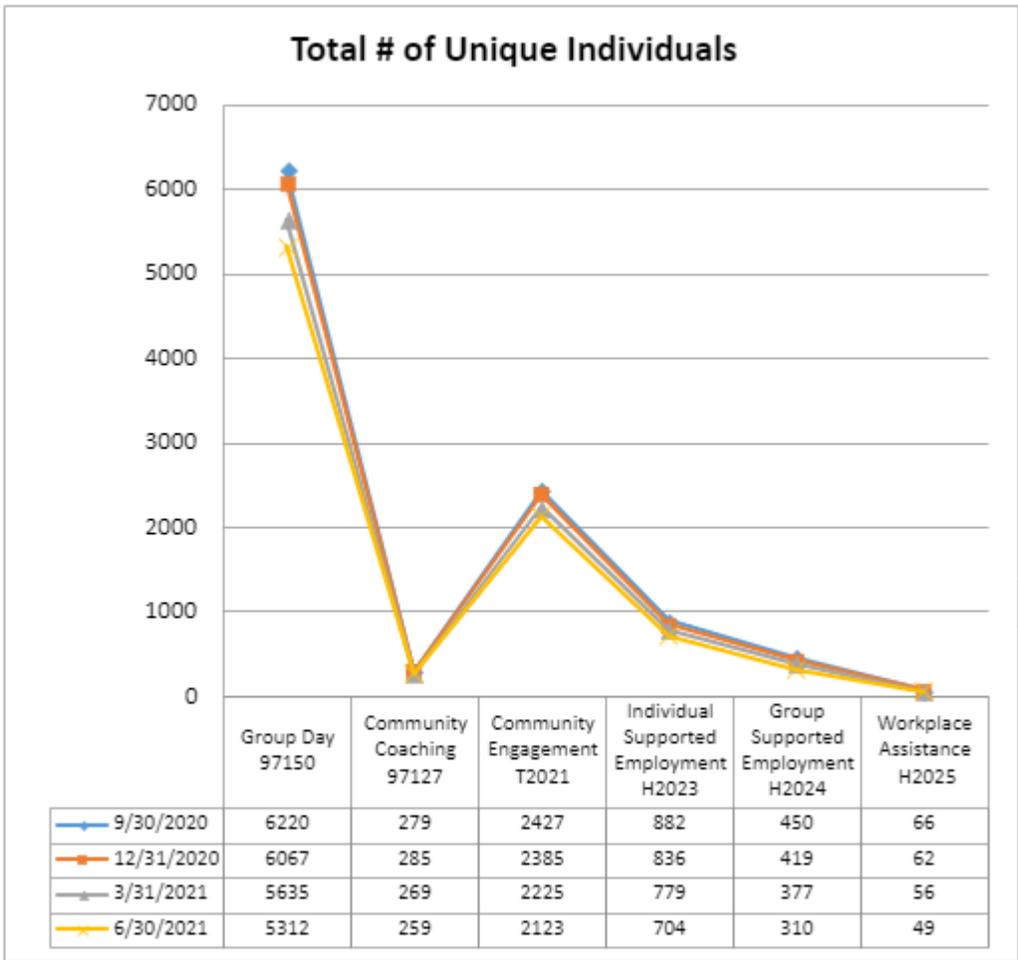
There were a total of 10,113 adults (age 18-64) whose case managers conducted annual ISP meetings or updates during this fiscal year. Of these 10,113 individuals, a total of 9,762 individuals had their case managers discuss integrated, community-based employment with them during their annual ISP meetings. This results in a statewide average of 97% of individuals having a discussion of integrated employment when their ISP was reviewed. This is consistent with the previous reporting period.

A total of 2,846 of the 10,113 individuals have employment or employment-related goals in their ISP. This results in a statewide average of 28% of individuals who had an annual ISP review in this reporting period who have an employment or an employment-related goal in their ISP. This is a consistent previous reporting period.

Billing and Service Authorization Data:

DBHDS and the Employment First Advisory Group had been monitoring the utilization of employment services by waiver recipients using billing data from DMAS. This data was primarily presented as a means to capture individuals utilizing the waiver to access pre-vocational services. Since pre-vocational services are no longer a service option under the waivers, this data has been eliminated.

Below is a table from the new waiver management system that indicates service authorization numbers for GSE and ISE.



Summary:

The thirteenth semiannual data reporting period had a 100% response rate from providers. DBHDS is grateful to the Employment Service Organizations, DARS, and the Employment First Advisory Group Data Subcommittee for the work that they completed to make this report possible.

Additionally, the data subcommittee has been working on trending the data received over the periods of 100% ESO participation.

Recommendations:

DBHDS will be reviewing this data report with the newly reconstituted Employment First Advisory Group and the new Data Subcommittee and determine recommendations as well as gather recommendations from presentations to the RQC. Once these are received this section of the report will be updated.